



Council for Human Resource Studies and Organizational Structures (GTU-CHRSOS)

**Invitation for to all Directors/Principles, faculty members & Students of
GTU affiliated management institutes**

Five areas of Research Project

GTU had started the Council for Human Resource Studies and Organizational Structures (GTU-CHRSOS). It consists of Senior HR Professionals from industry and businesses as well as from the academic fraternity.

The Objectives of GTU- CHRSOS:

- To study the organizational structures of large organizations in the governmental or business or NGO environment
- To study the deployment of human resources and design of organizational structures for creation of dynamic and efficient systems.
- To act as a bridge between industry, government and GTU and to provide a platform for professionals to interact on various issues in the area of HR

Background:

GTU-CHRSOS had organized a HR Summit on “People Management & Organization Development – Needs of Indian Industry with specific reference to Gujarat” on 5th November, 2012. Report is available on <http://www.gtu.ac.in/circulars/12DEC/03122012.pdf> .

Towards the end of the Summit, FIVE areas of Research were shortlisted through consensus namely:

Gr 1: Employee Engagement, Commitment and Satisfaction: Defining Patterns and Indicators in Schools and Banks.

Gr 2: HR and OD: Needs and Practices (People related issues) of MSMEs

Gr 3: Innovative HR practices in IT industries and IT based departments

Gr 4: 360 degree feedback in small scale industry – the power of 360 degree feedback

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Gr 5: HR in public services like community hospitals, schools like HR Needs, Competency Mapping etc.

A pilot study has been carried out, the result of which may be seen on this link: http://gtu.ac.in/convo_2013_report/11.5.pdf.

To give effect to all the areas of research you are requested to follow the steps given below:

1. Senior most faculties in HR may register as faculty coordinator-1 and will be treated as the nodal person for their respective college.
2. The other faculty in HR, if any, may register as faculty coordinator-2.
3. The five areas of research listed above may be divided amongst the two faculties.
4. Each faculty coordinator may enrol equal number of students opting for HR specialisation.
5. Each student may then be allowed to choose one or more projects.
6. Mentors will guide us through the research work and data analysis, while our first task is to prepare a Research Proposal for their perusal and inputs. You can co-ordinate/ take inputs from the Mentors via e-mails.
7. Contact details of the mentors will be communicated to the Team members. We can also meet with each other (all research teams and researchers thereof) and our mentors when we start our research work.

These five projects were already allotted to the faculty members of HR (as names mentioned in the minutes) but we wish to involve more GTU Faculty members and students to strengthen these projects. We request all the interested faculty members to register on below link. It is also required to register for those faculties who are already working on these projects.

Register on below link on or before 25th April, 2014:

<https://docs.google.com/a/gtu.edu.in/forms/d/17TcuFNGVksfwh54sV0iU5Dj96GYMshTiQMfRcYtapQU/viewform>

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Benefits to Students and Faculties by participation in project:

1. 'Certificate of Academic Excellence' to all participating students and faculties.
2. Opportunity to publish research work.
3. Interaction between the Faculties and students to carryout collaborative research work.

For any query please contact GTU-CHRSOS co-ordinators as below:

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